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Request for City Council Committee Action

Date October 22, 2002
To Ways & Means Committee
Referral to Budget Committee

Prepared or Submitted by: Robert Olson & Bill Champa Phone: 673-2853
Approved by: Chief Robert K. Olson *[Signature]*

Subject: Minneapolis Police Deputy Chief Lucy Gerold Appointed to be Paid at Step D

Presenters in Committee: Chief Robert Olson

Recommendation:

That Lucy Gerold in her appointment as Police Deputy Chief be authorized an increase to Step D (After 3 "C" Years) of the salary schedule due to her previous service and extensive experience.

Financial Impact (Check those that apply)

☒ **No financial impact** (If checked, go directly to Background/Supporting Information)

- ☐ Action requires an appropriation increase to the Capital Budget
- ☐ Action requires an appropriation increase to the Operating Budget
- ☐ Action provides increased revenue for appropriation increase
- ☐ Action requires use of contingency or reserves
- ☐ Other financial impact (Explain):

☐ Request provided to the Budget Office when provided to the Committee Coordinator

Background/Supporting Information

Lucy Gerold is being appointed as Deputy Chief, South Field Services, effective November 3, 2002. On January 14, 2002, Lucy Gerold was unappointed as Director, Central Services, and appointed as Police Inspector, 5th Precinct. This decision was based solely on a law that allows the Minneapolis Police Department the ability to employ only four Deputy Chiefs. (The Director of Central Services is the equivalent position to a Deputy Chief.) Prior to being unappointed from the Director position, Gerold was at the top of the salary schedule.

In addition, the Police Department was facing a reorganization effort that reduced our Bureaus from five to four. Lucy Gerold was the least senior of the Deputy Chiefs and based on that, was the subsequently unappointed. This decision was in no way reflective of Lucy Gerold's performance as a Director. In fact, she was an outstanding leader, having performed duties equivalent to that of a Deputy Police Chief since approximately 1995.

Due to a retirement of a longtime Deputy Chief, I felt Lucy Gerold was a logical and very qualified choice as a replacement. Furthermore, I believe that it is appropriate and fair to put Ms. Gerold at the top step for a Deputy Chief since she was performing at the "After 3 'C' Years" service level (top step) as a Director/Deputy Chief prior to MPD's reorganization. Even at top step, this decision would not impose a financial hardship on the City since we are replacing a Deputy Chief who was at top salary (\$108,198 annually). In doing this, we are trying to fairly compensate Ms. Gerold at a level she was at prior to MPD's reorganization.